



Group Environment Policy

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1 POLICY STATEMENT

Playtech is committed to reducing its environmental footprint and taking action to reduce its carbon, waste, and water impacts in its operations.

The environment, and particularly climate change, is a growing area of concern for all our stakeholders, including investors, our employees, and the communities where we operate.

The Company also recognises that urgent action is required to substantially reduce the risks and impacts of climate change globally and in the countries, cities, and communities in which it operates.

Playtech's most material environmental impact is the greenhouse gas (GHG) emissions stemming from the electricity used across its offices and datacentres.

As part of Playtech's Sustainability strategy, Sustainable Success, Playtech has set a specific carbon target to reduce its carbon emissions by 2025 against a 2018 baseline.

Playtech is also committed to encouraging and supporting employee action to address environmental impacts in the communities where we operate as well as in the workplace.

2 POLICY APPLICATION

This Policy applies to Playtech Plc, its gambling-related subsidiaries where Playtech holds the operating licence ('Playtech Group') and employees. 'Playtech' is used in this document to mean any entity in the Playtech Group.

Playtech must comply with all environmental laws and regulations in place in the countries where we operate. If any such local laws are not as strict as the terms of this Policy (including the laws and regulations referenced in it), then the terms of this Policy must be applied to the extent permitted by local law.

3 POLICY OVERSIGHT

Playtech has appointed a member of the Board of Directors and of its senior management to oversee this Policy.

Playtech's Board Sustainability (ESG) and Public Policy Committee has overall responsibility for ensuring this Policy complies with Playtech's public commitments and targets as well as regulatory, legal, and ethical obligations, and that all those under its control comply with the Policy. The Committee is also responsible for approving this Policy, monitoring its effectiveness, raising risks to the Board of Directors and ensuring that appropriate actions are taken to mitigate such risks.

Employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions, and queries should be addressed to Compliance.

4 ENVIRONMENTAL PRINCIPLES

The following principles serve as the foundations for local and global initiatives and activities.

- **Compliance** – we will comply with all applicable local regulatory and legal environmental requirements where we operate and provide services.
- **Reduce our greenhouse gas emissions** – we will understand and analyse our energy consumption across our supply chain and take steps to reduce our energy consumption in line with corporate targets; playing a role in keeping the level of global warming below 1.5°C.
- **Committing to Renewable Energy** – Playtech site operations will explore options for transitioning to renewable energy for its offices and operations. Site operations will seek to procure renewable energy; where technically feasible and available in the markets where it operates.
- **Minimise use of resources** – we will seek to reduce and minimise our use of water and our waste production (including plastic) and where possible, participate in recycling schemes.
- **Engage and partner across our supply chain** – we will consider environmental issues when purchasing goods and services and in our vendor management processes. Where possible, we will seek partnership with suppliers, customers, and partners to improve environmental performance.
- **Employee and Community awareness and engagement** – Playtech encourages employees to generate ideas about how Playtech can reduce its impact on the environment. This includes encouraging local offices and staff to participate in environmental protection initiatives in the workplace and in the communities where we operate. Playtech will provide appropriate information, training, and resources to our employees to ensure we continually improve our environmental performance. We will encourage employees to generate ideas about how Playtech, its operations, and our supply chain can protect the environment and reduce our negative environmental impacts locally, regionally, and globally. Playtech is committed to supporting these initiatives, profiling good practice and, as part of its annual excellence awards, recognising teams and individuals that are making an impact on environment and sustainability.
- **Transparency and Continuous Improve performance** – we will monitor, track and report on our performance internally and as part of our annual reporting and processes. We will use this information to understand, manage and reduce our environmental footprint in our operations and across our supply chain.

5 GOVERNANCE AND ACCOUNTABILITY

The Board Sustainability (ESG) and Public Policy Committee has overall responsibility for this Policy and the Group's environmental strategy.

The sustainability function within Compliance and Regulatory Affairs is responsible for coordinating the company's strategy across sites and relevant functions.

The sustainability function is also responsible for communicating and disseminating this policy as well as overseeing internal and external reporting.

Playtech's environmental working group, a cross functional forum, oversees the company's environmental and carbon reduction strategy. Membership includes representatives from Audit, Risk, Procurement, COO office, site operations, tax, investor relations and infrastructure/technology. This forum reports quarterly to the Board Sustainability (ESG) and Public Policy Committee and is coordinated by the Public Affairs and sustainability function with support from external specialist environmental advisors. This working group's remit includes:

- Updating the policy. The review and update of our GHG reduction targets and strategy.
- Climate Risk Assessment process to integrate climate risks into financial risk assessment.
- Reviewing & defining actions to comply with regulatory requirements & ESG reporting frameworks.
- Setting additional Group wide environmental targets including on waste and water.
- Allocation of 2021 Environmental Budget.

6 SITE OPERATIONS

Each Playtech site shall nominate a responsible individual (and/or team) to oversee operational environmental management.

Each site will set and document its local targets and strategy in order to contribute to the Group ambition and targets. This information should be recorded locally and provided to the sustainability function to monitor Group-wide environmental performance and targets.

Each site should document its approach to environmental management, including roles and responsibilities, compliance with local requirements, energy management, environmental management systems and relevant certifications.

Where leasing offices, site operations should proactively engage with landlords to explore opportunities for reducing environmental impacts including energy consumption, waste and water management.

Site operations is responsible for communicating the local environmental strategy to employees.

The controllers at site operations are responsible for working with the nominated individual to collect, analyse and report on environmental data; as per the methodology and reporting templates provided by the Group sustainability function.

Site operations should maintain accurate records regarding environmental data and ensure that there is quality control mechanism to ensure that data and financial expenditures are accurate.



Note: For some entities in the Group (for example Snaitech), business units may nominate a single or several focal points to oversee operational environmental management for the entire entity which will include oversight for several sites managed by the business unit.

7 PROCUREMENT AND VENDOR MANAGEMENT

The Head of procurement is responsible for ensuring that environment, alongside responsible business issues, are considered in the purchasing and vendor management process, including due diligence and broader gating of suppliers.

We will encourage our suppliers to reduce their environmental impact, to the extent that this is feasible.

Working with business units, the technology and infrastructure function, procurement will ensure net impact on the environment is part of technology and technology infrastructure purchasing decisions as well as hardware disposal and recycling at the end of the hardware lifecycle.

8 BUSINESS TRAVEL

Playtech will explore how it can use technology for internal and external meetings in order to reduce the carbon emissions of business travel.

Where appropriate, Playtech will encourage meetings to take place virtually and thus reduce travel to manage its environmental footprint and minimise travel-related expenditure.

9 TRANSPARENCY, ASSURANCE AND REPORTING

Playtech is committed to reporting on its environmental performance annually and improving the quality and scope of data as part of its annual financial reporting and in line with evolving regulatory and corporate governance requirements related to environment (e.g., TCFD).

Playtech is also committed to participating in external environmental indices and reporting schemes, such as the CDP.

In addition, Playtech seeks independent assurance of its carbon emissions by independent third-party assurance providers.

Where appropriate, Playtech offices are encouraged to seek environmental (ISO) certification for environmental management.

The Internal Audit function provides assistance with the Group's annual review and assurance processes alongside external auditors and specialists in environmental reporting.

Group wide environmental performance data will be collected annually and maintained in the Group Sustainability Non-Financial Database.

The Group's reporting methodology and data collection processes will be reviewed and updated on an annual basis and published as part of its non-financial performance.

10 CONTINUOUS IMPROVEMENT

Playtech will regularly review this Environment Policy to ensure it continues to help the company meet its objectives and targets.